XXXX

PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

XXXX

Site Details

Site	:XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX. :
Site amfori ID	156-001843-002

GICS Classification

Sector	: Consumer Discretionary	Industry	: Textiles, Apparel & Luxury Goods
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	**219** Workers
Legal minimum wage in local currency	**2070** Monthly
Lowest wage paid for regular work at the site	**2088** Monthly
Calculated living wage in local currency	**2400** Monthly
Total sample	**18** Workers

Other Metrics

Male workers	**59** Workers
Female workers	**160** Workers
Permanent workers - Male	**59** Workers
Permanent workers - Female	**160** Workers
Temporary workers - Male	**0** Workers
Temporary workers - Female	**0** Workers
Seasonal workers - Male	**0** Workers
Seasonal workers - Female	**0** Workers
Management - Male	**7** Workers
Management - Female	**2** Workers
Apprentices - Male	**0** Workers
Apprentices - Female	**0** Workers
Workers on probation - Male	**0** Workers
Workers on probation - Female	**0** Workers
Workers with night shift - Male	**4** Workers
Workers with night shift - Female	**0** Workers
Workers with disabilities - Male	**0** Workers
Workers with disabilities - Female	**0** Workers
Domestic migrant workers - Male	**22** Workers
Domestic migrant workers - Female	**33** Workers
Foreign migrant workers - Male	**0** Workers
Foreign migrant workers - Female	**0** Workers
Workers hired directly - Male	**59** Workers
Workers hired directly - Female	**160** Workers
Workers hired indirectly - Male	**0** Workers
Workers hired indirectly - Female	**0** Workers
Unionised workers - Male	**0** Workers
Unionised workers - Female	**0** Workers
Workers under CBA - Male	**0** Workers
Workers under CBA - Female	**0** Workers
Pregnant workers	**0** Workers
Workers on parental leave - Male	**0** Workers
Workers on parental leave - Female	**0** Workers
Sample - Male	**4** Workers
Sample - Female	**14** Workers

Findings

PA1: Social Management System

The factory had established the social compliance management procedures and policies based on amfori BSCI principles and local laws. However, the factory did not respect and monitor the effectiveness of management procedures and policies completely. Partial findings like insufficient social insurance, excessive monthly overtime and etc. were existed due to lack of continuous improvement methods and experiences. The management explained social insurance was provided, but some workers selected to buy new rural cooperative medical insurance instead of social insurance. The working hour was arranged according to the production orders, overtime work was necessary and voluntary.

工厂基于amfori BSCI 准则和当地法律法规建立了社会责任管理程序和政策。但是，工厂未充分尊重和监控管理程序和政策的有效性。由于缺少持续改善的方法和经验，导致存在部分问题点，比如社保不足和过多的月加班。管理层表示有提供社保，但是部分员工选择购买新农保而不是社保。工作时间是根据生产订单安排的，加班是必要的也是自愿的。

The factory had established the capacity planning procedures. However, the factory management did not evaluate how to make its workforce capacity to meet the requirements of production orders. The monthly overtime in the reviewed months exceeded the legal limit of 36 hours.

工厂已建立了产能规划的程序，但工厂管理层没有评估其生产能力如何可以满足生产订单的要求。被审核月份的月加班时间超过了法规限制的36 小时。

PA 5: Fair Remuneration

The factory did not provide social insurance for all employees as per legal laws. There were total 219 employees in the factory (33 employees were rehired after retirement and 3 employees were newly hired in the current month). 183 employees could purchase social insurances. However, as per the latest social insurance receipt of Aug. 2022, 28 employees had not purchased work-related injury insurance, 40 employees had not purchased retirement, unemployment, maternity and medical insurances. Reference Law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44 and 53. Remarks: The factory had provided group life insurance for all retired employees and employees who didn't join in social insurance, which was valid from 08 Jun. 2022 to 07 Jun. 2023. The interviewed workers stated that some of them came from rural areas and they had already joined in new rural cooperative medical insurance, but the factory did not gather related documentary evidence.

工厂未根据法规向所有员工提供社会保险。工厂共有219名员工，其中33名为退休返聘员工，3名为最近一个月新入职的员工。183名员工可以购买社保。但是基于2022年8月最新的社保缴费凭证，28名员工没有购买工伤险，40名员工没有购买养老，失业，生育和医疗保险。参考法规：中华人民共和国社会保险法，第10、23、33、44及53条。备注：工厂给所有退休返聘的员工和未购买社保的员工购买了团体人身保险，有效期从2022年6月8日到2023年6月7日。访谈的工人表示部分工人来自农村，已经参加了新农保，但是工厂没有收集相关的文件信息。

PA 6: Decent Working Hours

Based on the attendance records from 01 Aug. 2021 to 28 Sep. 2022 provide by the factory, sampled workers' monthly overtime hours exceeded the limit of 36 hours. The factory did not monitor the compliance condition of workers' monthly overtime hours in daily working. 17 out of 18 sampled workers' monthly overtime hours were 74 hours in Jul. 2022, 1 worker was 32 hours; 17 out of 18 sampled workers' monthly overtime hours were 72 hours in Apr. 2022, 1 worker was 32 hours; 18 sampled workers' monthly overtime hours were 68-86 hours in Dec. 2021. The interviewed workers reflected that overtime was voluntary. Reference Law: Labour Law of the People's Republic of China, Article 41. Remark: The maximum monthly overtime hours from 01 Sep. 2022 to 28 Sep. 2022 were 54 hours.

通过工厂提供的2021年8月1日至2022年9月28日的考勤记录，抽样员工的月加班时间超过36小时。工厂没有在日常运行中对加班时间的合规状态进行监管。抽样18名员工中的17名在2022年7月的月加班为74小时，1名员工为32小时；抽样18名员工中的17名在2022年4月的月加班为72小时，1名员工为32小时；抽样18名员工在2021年12月的月加班为68-86小时。访谈的员工反映加班是自愿的。参考法规：中华人民共和国劳动法，第41条。备注： 2022年9月1日至2022年9月28日最大月加班时间是54小时。

PA 7: Occupational Health and Safety

1. It was noted that the factory could not provide fire control acceptance checks of the reconstruction projects. The factory expanded Floor 3 (about 1600 square meters) of one 2-storey (partial 4-storey) building in 2020; one 4-storey building (about 2412 square meters) was built for production usage, but it was changed to be dormitory since 2015. Remark: Enough fire-fighting facilities were equipped in these buildings. Reference Law: Fire Control Law of the People's Republic of China, Article 13 2. It was noted that the factory could not provide construction project completion acceptance check of the reconstruction project. The factory expanded Floor 3 (about 1600 square meters) of one 2-storey (partial 4-storey) building in 2020. Remark: The building looked solid without any cracks. Reference Law: Construction Law of the People's Republic of China, Article 61

1. 工厂未能提供建筑改扩建项目的消防验收报告。工厂在2020年将一幢2层（局部4层）建筑的第3层扩建了约1600平方米；一幢四层建筑（约2412平方米）被建造为生产用途，但实际它的用途于2015年变更为宿舍。备注：这些建筑中配备了足够的消防设施。参考法规 ：中华人民共和国消防法，第13条 2. 工厂未能提供改建筑改扩建项目的竣工验收报告。工厂在2020年将

PA 7: Occupational Health and Safety

一幢2层（局部4层）建筑的第3层扩建了约1600平方米。备注：建筑看起来坚固，没有裂缝。参考法规：中华人民共和国建筑法，第61条

It was noted that no electric shock warning signs were marked on 2 electric switch boxes in the production building. Reference Law: Safety Signs and Guideline for the Use (GB2894-2008), Article 4.2.7 (2-7)

生产楼内的2个电开关盒上没有张贴触电警示标识。参考法律法规：安全标志及其使用导则(GB2894-2008)，第4.2.7(2-7)条

There were about 200 employees ate in canteen, but no reserved samples were kept by the factory. Reference Law: Operating Specifications on Food Safety in Catering Services, Article 7.9.1

有约200名员工在食堂吃饭。但食堂没有食品留样。参考法规：餐饮服务食品安全操作规范，第7.9.1条

PA 12: Protection of the Environment

It was noted that the factory did not conduct monitoring for cooking fumes from kitchen. Reference Law: Emission Standard of Cooking Fume (GB18483-2001), Article 4.2

厨房油烟废气未监测。参考法规：饮食业油烟排放标准 GB18483-2001， 第4.2 条